

No FEAR Act FY21 Q3 Report

Comparative Data	Previous Fiscal Year Data					
Complaint Activity	2016	2017	2018	2019	2020	3rd Qtr FY21
Number of Complaints Filed	43	26	39	25	31	29
Number of Complainants	41	26	39	24	31	29
Repeat Filers	2	0	0	1	0	0

Comparative Data	Previous Fiscal Year Data					
Complaints by Basis	2016	2017	2018	2019	2020	3rd Qtr FY21
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Race	8	8	8	4	8	12
Color	1	1	4	0	5	1
Religion	3	5	1	0	1	2
Reprisal	30	11	24	16	21	13
Sex	20	9	20	9	15	14
Pregnancy Discrimination Act	1	4	0	0	0	2
National Origin	7	0	4	4	2	4
Equal Pay Act	1	0	0	0	0	0
Age	12	5	8	7	6	3
Disability	12	12	12	13	8	4
Genetic Information Non-Disclosure	0	1	0	0	2	0
Non-EEO	0	0	1	0	1	0

Comparative Data	Previous Fiscal Year Data					
Complaints by Issue	2016	2017	2018	2019	2020	3rd Qtr FY21
<i>Note: Complaints can be filed alleging multiple bases. The sum of the bases may not equal total complaints filed.</i>						
Appointment/Hire	4	2	6	2	1	1
Assignment of Duties	11	7	9	9	13	3
Awards	5	1	2	3	0	2
Conversion to Full-time	0	1	0	0	0	0
Disciplinary Action						
Demotion	0	0	0	0	0	0
Reprimand	7	1	2	5	2	0
Removal	0	0	0	4	5	1
Suspension	1	4	0	0	1	0
Letter of Warning	4	5	2	1	1	1
Other	0	0	0	0	0	0
Duty Hours	17	1	0	2	2	0
Evaluation Appraisal	26	9	11	17	17	3
Examination/Test	0	1	0	0	0	0
Harassment						
Non-Sexual	28	12	21	15	18	16
Sexual	2	2	0	0	6	0
Medical Examination	4	2	0	4	2	0
Pay (Including Overtime)	6	4	0	1	1	2
Promotion/Non-Selection	37	5	12	11	5	6
Reassignment						
Denied	6	1	4	5	7	3
Directed	6	1	3	4	2	0
Reasonable Accommodation	12	4	4	1	5	0
Reinstatement	0	0	0	0	0	0
Religious Accommodation	0	0	0	0	0	0
Retirement	2	1	0	1	0	1

Sex-StereoTyping	0	0	0	0	1	0
Telework	0	0	0	0	0	0
Termination	3	2	3	3	2	3
Terms/Conditions of Employment	20	10	20	13	5	3
Time and Attendance	12	1	3	4	0	3
Training	11	6	3	1	7	1
Other	0	0	0	0	13	0

Comparative Data	Previous Fiscal Year Data					
Processing Time	2016	2017	2018	2019	2020	3rd Qtr FY21
Complaints pending during fiscal year						
Average number of days in investigation stage	453	613	615	436	390	365
Average number of days in final action stage	72.5	63	58	57	71	119
Complaint pending during fiscal year where hearing was requested						
Average number of days in investigation stage	319.33	643	609	397	373	387
Average number of days in final action stage	94	0	40	0	0	0
Complaint pending during fiscal year where hearing was not requested						
Average number of days in investigation stage	433.66	604	661	508	312	331
Average number of days in final action stage	59.6	63	61	58.5	90	88

Comparative Data	Previous Fiscal Year Data					
Complaints Dismissed by Agency	2016	2017	2018	2019	2020	3rd Qtr FY21
Total Complaints Dismissed by Agency	12	13	6	3	6	2
Average days pending prior to dismissal	61	100	159	35	66	83
Complaints Withdrawn by Complainants						
Total Complaints Withdrawn by Complainants	2	2	3	2	5	2

Comparative Data	Previous Fiscal Year Data						
Pending Complaints Filed in Previous Fiscal Years by Status	2016	2017	2018	2019	2020	3rd Qtr FY21	4th Qtr FY21
Total complaints from previous Fiscal Years	50	70	46	48	41	57	
Total Complainants	42	63	44	47	40	55	
Number complaints pending							
Investigation	13	28	7	2	4	1	
ROI Issued, Pending Complainants Action	0	1	1	1	0	1	
Hearing	28	31	30	36	34	45	
Final Action	2	4	1	6	1	14	
Appeal with EEOC Office of Federal Operations	7	6	7	3	2	5	

Comparative Data	Previous Fiscal Year Data					
Complaint Investigations	2016	2017	2018	2019	2020	3rd Qtr FY21
Pending Complaints Where Investigations Exceeds Required Time Frames	15	23	14	31	34	17

Comparative Data	Previous Fiscal Year Data											
Total Final Actions Finding Discrimination	2016#	2016%	2017#	2017%	2018#	2018%	2019#	2019%	2020#	2020 %	2021 #	2021 %
Total Number Findings	0		1		0		1		1		1	
Without Hearing	0	0	0	0	0	0	0	0	1	100	1	100
With Hearing	0	0	1	100%	0	0%	1	100%	0	0%	0	0

Comparative Data	Previous Fiscal Year Data									
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